

## **FMC DEVENS**

FMC Devens is one of over one hundred institutions in the Federal Bureau of Prisons (BOP), an agency which houses over one hundred fifty thousand inmates nationwide. The institution is one of only seven medical centers in the system, resulting in a large number of referrals from other BOP institutions. FMC Devens, which has a capacity of over one thousand, houses and provides services for inmates with significant mental health concerns, inmates with chronic medical problems, inmates receiving drug treatment, low and minimum security inmates without significant psychiatric or medical conditions, and individuals referred by the judicial system for forensic evaluations.

The institution, which has a staff of over four hundred, took its first inmates in January, 1999, and has been expanding in population and scope of services ever since that time. The Mental Health Unit, which houses inmates with both chronic and acute psychiatric problems, consists of three locked and two unlocked wings. In addition to inmates referred to this institution for mental health treatment, the Mental Health Unit also houses inmates who are referred by the courts for forensic evaluation. These inmates, who are in pre-trial status, are assessed to determine competency to stand trial or mental state at the time of their offense.

As mentioned above, inmates with chronic medical conditions, such as renal failure, HIV, partial paralysis, and cancer, are housed and treated at FMC Devens. While most inmates with medical problems are housed in outpatient units, there are plans to develop a small inpatient medical population. The institution has its own dialysis treatment area as well as a hospice program for inmates suffering from terminal illnesses. Special resources are available for inmates who are wheelchair-bound or who have other physical limitations. Surgical procedures are not carried out at FMC Devens, however. Inmates in need of surgery are transported to a local hospital outside of the institution where the procedure is performed.

Inmates with a history of sexual offender are enrolled in the Sex Offender Management Program (SOMP). This program is designed to assist the community by providing information to parole officers such as inmates' risk of re-offending and level of participation in the SOMP. Treatment and psychoeducational services will also be provided to SOMP participants in the near future.

FMC Devens offers comprehensive drug treatment programs for inmates who have substance abuse problems. A Drug Education class teaches inmates about various substances including the physical effects of using such substances.

In addition to medical and mental health care, inmates at FMC Devens have the opportunity to pursue a GED, learn English as a second language, obtain computer and other job skills, maintain regular employment, have access to a variety of recreational activities, and pursue college credits. Unlike the prisons depicted in the movies or on television, FMC Devens and other BOP facilities are characterized by staff professionalism, humane treatment of inmates, an emphasis on safety and sanitation,

rehabilitation, and well-refined, modern, and effective security procedures.

## **PSYCHOLOGY SERVICES**

The Psychology Services department at FMC Devens consists of nine doctoral-level psychologists, three Psychology Interns, four masters-level clinicians, and two secretaries. The Psychology department is responsible for, among other things, the Drug Abuse (treatment) Program, the Sex Offender Management Program, the coordination and administration of all forensic evaluations, the Suicide Prevention Program, and the Employee Assistance Program. Furthermore, psychologists play a vital role in assisting institution crisis teams such as the Hostage Negotiation Team and the Crisis Support Team. The Psychology department is frequently called upon to provide ongoing individual and group psychotherapy, conduct suicide risk assessments, intervene in crisis situations, consult with other staff members, provide feedback on applicants for employment, and conduct intake interviews.

At FMC Devens, the Psychology department is housed in its own area with an ample supply of office space. The department has its own secretary who is available to interns as well as to Psychologists and Drug Treatment Specialists. Each member of the Psychology department has his or her own office, a computer, and access to various computer programs such as Groupwise for e-mail access, Psychology Data System for inputting client and session data, and Corel Wordperfect.

Interns have their own offices and computers as well as access to the computer programs mentioned above. Also, interns can utilize the Psychology FAX machine and photocopier. Additionally, the department has a fairly large conference room where didactic presentations and staff meetings are held. Many professional books and several related video tapes are housed in the conference room and are easily accessible.

Following is a list and description of the psychologists working at FMC Devens:

### **Dennis Becotte, Ph.D. - Chief of Psychology Services**

Dr. Becotte earned Masters degrees in Psychology and Counseling from Columbia University in 1977 and 1978, respectively. He received his doctorate in Counseling Psychology from the University of Pittsburgh in 1987 and completed his internship training with the Federal Bureau of Prisons. Dr. Becotte has served as a Staff Psychologist, Drug Abuse Program Coordinator, and Chief Psychologist during his tenure with the BOP. As Chief Psychologist at FMC Devens, he is responsible for the administration of Psychology Services which includes management of mentally ill inmates, substance abuse treatment programs, the forensic evaluation service, internship training, the Health Psychology program, and the Employee Assistance Program. His interests include administration, critical incident stress management, trauma, men's issues, grief counseling, personality disorders, and violence risk assessment. Dr. Becotte is licensed in Pennsylvania.

### **Paul Anderson, Psy.D. - Director of Clinical Training/Staff Psychologist**

Dr. Anderson received his doctorate in Clinical Psychology from Indiana University of Pennsylvania in 1996. He completed a predoctoral internship at the Federal Correctional Institution in Morgantown, WV, and completed his postdoctoral training in Correctional Psychology for the state of New Hampshire. Prior to coming to FMC Devens, he worked at a psychiatric inpatient unit and for a community mental health agency. Dr. Anderson is responsible for overseeing and supervising the predoctoral internship program and for the treatment and maintenance of inmates within the General Population. His interests include clinical supervision, treatment of personality disorders, an integrative approach to psychotherapy, and group psychotherapy. Dr. Anderson has earned a license in Rhode Island and remains actively licensed in Massachusetts.

**Susan Bates, Ed.D. - Drug Abuse Program Coordinator**

Dr. Bates earned her doctorate in Counseling Psychology in 1992 from West Virginia University. She completed her internship training at the Federal Correctional Institution in Morgantown, West Virginia. Dr. Bates began her full-time employment with the BOP in 1992 and became Drug Abuse Program Coordinator at the Federal Correctional Institution in McKean, Pennsylvania, in 1993. During her BOP career, she has been primarily responsible for coordinating drug treatment programs including both outpatient treatment and long-term residential treatment. Her professional interests include drug and alcohol treatment, indigenous forms of spiritual healing, the use of community as a healing modality, and holistic methods of alternative medicine. Dr. Bates is licensed in Pennsylvania.

**Christopher S. Bersani, Psy.D., ABPP - Health Psychologist**

Dr. Bersani earned his doctorate in Clinical and Health Psychology from the Illinois School of Professional Psychology in 1995 and a Diplomate in Clinical Psychology from the American Board of Professional Psychology in 2002. His predoctoral internship was at the National Naval Medical Center in Bethesda, Maryland. Dr. Bersani served in the United States Navy as a Staff and Chief Psychologist in Florida and Rhode Island from 1995 until joining the BOP in 2000. His interests include Health Psychology, biofeedback, crisis intervention, and anxiety disorders. His orientation is cognitive-behavioral. Dr. Bersani is licensed in Massachusetts and Florida.

**Mark Brooks, Ph.D. - Staff Psychologist**

Dr. Brooks received his doctorate in Clinical Psychology from Arizona State University in 1989. He completed a predoctoral internship and postdoctoral fellowship in sexual abuse treatment at Baylor College of Medicine. Prior to joining the BOP, Dr. Brooks worked at Atascadero State Hospital in California where he provided therapy for the sex offender treatment program and conducted competency, insanity, and psychopathy evaluations. He also provided psychotherapy to juveniles and conducted forensic evaluations in the community. His interests include forensic evaluations and sex offender evaluations. Dr. Brooks has earned licenses in California, Arizona, Florida, and West Virginia and remains actively licensed in New York.

**Monica Ferraro, Ph.D. - Staff Psychologist**

Dr. Ferraro graduated from Clark University in 2001 with a Ph.D. in Clinical Psychology. She completed her predoctoral internship at The University of Massachusetts Medical School/Worcester State Hospital. Prior to joining the BOP in 2004, she conducted child custody evaluations and served as the Director of Assessment Services for an agency that specialized in the treatment of children, adolescents, and their families. Her interests include psychological testing, forensic evaluations, and sex offender risk assessments. Dr. Ferraro is licensed in Massachusetts.

**Cheryl A. Renaud, Ph.D.-Sex Offender Management Program Coordinator**

Dr. Renaud graduated from the University of New Brunswick, New Brunswick, Canada, in 2000, with a Ph.D. in Clinical Psychology. She completed her pre-doctoral internship at the Federal Medical Center in Rochester, Minnesota. She then took a staff psychologist position in the Sex Offender Treatment Program at FCI Butner, North Carolina, where she worked for three years. She transferred to FMC Devens in 2003, to design, implement, and coordinate the BOP's first comprehensive Sex Offender Management Program. Prior to joining the BOP, she worked with sex offenders incarcerated in Correctional Services Canada, and in community settings. Dr. Renaud has published several peer reviewed articles on various aspects of human sexuality, and continues to be involved in research on sex violence.

**Christine Scronce, Ph.D.- Forensic Psychologist**

Dr. Scronce graduated from Southern Illinois University in 1993 with a Ph.D. in Clinical Psychology. She completed her predoctoral internship and a forensic postdoctoral fellowship at the United States Medical Center for Federal Prisoners in Springfield, Missouri. She then worked at FCI Pekin, Illinois, as Drug Abuse Program Coordinator for three years. She served as the Director of Forensics at FMC Rochester from 1997 until 2003, when she transferred to FMC Devens. Her areas of interest include the assessment of malingering and risk assessment of violent behavior. Dr. Scronce is licensed in Illinois.

**Jeffrey Sonnega, Ph.D. - Staff Psychologist**

Dr. Sonnega received his doctorate in School Psychology from Michigan State University in 1995. Prior to joining the Bureau of Prisons in 1998, he worked with the Michigan Department of Corrections. As the Staff Psychologist to the Mental Health Unit at FMC Devens, Dr. Sonnega is responsible for providing services to inmates on the inpatient and outpatient mental health units and for providing consultation to the Psychiatry department. His interests include suicide risk assessment, psychopharmacology, critical incident stress management, and the assessment of personality disorders. Dr. Sonnega is licensed in Michigan.

All psychologists in the department provide training in weekly didactic seminars. Additionally, psychiatrists from the institution and psychologists from the community participate in the didactic process. Furthermore, interns attend seminars in the local area, including Boston, as part of the didactic training component. Interns are also encouraged to attend one local workshop of their choice to be

funded entirely by the Psychology Department.

## **PSYCHOLOGY INTERNSHIP PROGRAM**

The internship program at FMC Devens formally began with the arrival of the 2000-2001 intern class. All of our interns have been matched with our program during the Association of Psychology Postdoctoral and Internship Centers (APPIC) match process. We became members of APPIC in May, 2001, and maintain our membership status. Our program became accredited by the American Psychological Association (APA) in March, 2003, and maintains accreditation. The address and telephone number of APA are as follows:

750 First Street, NE  
Washington, DC 20002-4242  
(202) 336-5500  
(202) 336-6123 TDD

The overall mission of the predoctoral internship program is to train correctional psychologists. Our belief is that this is most effectively accomplished by emphasizing direct service experiences. As a result, the training model adopted for the FMC Devens internship program is the Practitioner-Scholar model.

Through the combination of direct patient care, individual and group supervision, didactic presentations, and assigned readings, interns will be knowledgeable about areas relevant to correctional psychology. The goals of the internship experience at FMC Devens include developing and nurturing interns' skills in the areas of individual psychotherapy, group psychotherapy, assessment, crisis intervention, and consultation. Although the client population consists entirely of incarcerated adult males, there are several distinct facets of that population, all of which require specific skills and knowledge. Furthermore, the inmate population is very diverse in terms of factors such as ethnicity, culture, age, religion, education, and socioeconomic status. It is the opinion of the Psychology staff at FMC Devens that interns should have the opportunity to work with each of the specialized client populations present at this institution.

Interns complete 2,000 hours of training at FMC Devens (not including two weeks of paid vacation time). The program is designed to be a twelve-month experience for all interns. At the beginning of the training year, interns primarily observe supervisors' work and provide services jointly with a supervisor. However, as interns feel more comfortable and display increased competence, they are able to work more independently. Also, during each rotation, interns work toward more autonomous practice as the rotation progresses.

Regarding specific training experiences, interns gain expertise in working with several relevant subsets of inmates. Research has demonstrated the high prevalence of prison inmates who are mentally ill

(Fazel & Danesh, 2002), have a substance abuse history (Hiller, Knight, & Simpson, 1999), suffer from chronic medical conditions (Marquart & Merianos, 1996), or are sexual offenders (Caperton, Edens, & Johnson, 2004). As a result, it is believed that exposure to each of these groups of inmates is important in training interns to become competent correctional psychologists. Therefore, our interns complete rotations which specifically emphasize these populations.

In addition to participating in three 17 or 18-week rotations, our interns gain supervision experience by supervising one practicum student on a limited number of therapy cases. This training experience lasts throughout the practicum students' time here (usually September through May). As with other training experiences, supervision responsibilities increase gradually as interns initially supervise a student on one individual therapy case and eventually supervise on several cases and co-facilitate therapy groups with their practicum student "supervisee." Interns are matched with practicum students based on degree of past supervision experience, if any, as well as practicum students' therapy experience. This is done in an effort to make this experience as beneficial as possible for the interns and to provide an appropriate level of challenge for our interns. As discussed above, supervisory responsibilities also increase gradually. Dr. Anderson is ultimately responsible for all cases supervised by interns.

As mentioned above, interns complete three 17 to 18-week rotations. During these rotations, interns are exposed to all areas and populations served by our department but also have the opportunity to select a rotation of emphasis or primary rotation. The possible choices for this primary rotation are: Forensic Psychology, Health Psychology, and Mental Health. During this primary rotation, interns are exposed to the selected area for 40 hours per week (minus group supervision and didactic presentations) for the duration of the rotation. During the other two rotations, interns' time is divided between the two areas not chosen as primary rotations in addition to the Sex Offender Management and General Population/Drug Treatment areas.

Following are descriptions of possible primary rotations:

### **Health Psychology**

Work in the Health Psychology area involves contact with both the inpatient and outpatient medical populations. This includes individuals who are undergoing kidney dialysis, have significant physical limitations (e.g., require the use of a wheelchair), are HIV positive, or have some other chronic medical problem. Interns provide individual and group psychotherapy, design behavior change programs for behavioral risk factors, co-facilitate a pain management psychoeducational group, assess candidates for organ transplantation, and do crisis intervention with this population. Furthermore, interns have the opportunity to learn and utilize specific individualized pain management techniques, such as biofeedback and hypnosis, and work closely with Health Services staff on such issues as medication management and treatment compliance. Interns may also provide consultation to female and male health services providers on issues such as staff burn out and compassion fatigue. In the Health Psychology area, interns initially observe supervisory staff provide crisis intervention services, utilize biofeedback methods, and consult with medical and other institution staff. Interns later engage in these activities

while being observed by supervisory staff and ultimately perform these tasks without live supervision. Supervision in this area is provided by Dr. Bersani.

## **Mental Health**

As mentioned above, it is our belief that competency in Correctional Psychology includes the ability to work with mentally ill inmates. In this rotation, interns are exposed to mentally ill inmates in a variety of ways and, as a result, perform several different functions. Here interns work with sentenced and committed inmates residing in both the inpatient and outpatient wings of the Mental Health Unit. We believe that this enhances interns' exposure to mentally ill inmates and provides the best opportunity to develop competency in working with this population.

In the Mental Health rotation, interns receive training in the area of violence risk assessment. One major aspect of the risk assessment experience is the opportunity to participate in multidisciplinary risk assessment meetings. In these meetings, the institution's Risk Assessment Panel decides, using information and opinions provided by Psychology, Psychiatry, Social Work, and other departments, whether mentally ill inmates are ready to be released into the community. The area of risk assessment also involves formal evaluations of inmates' risk for violence. Interns have the opportunity to complete such evaluations and utilize interview information, information from the inmate's record, and psychological test data in forming conclusions. Dr. Becotte provides weekly supervision on risk assessment activities as well as on short-term individual therapy with Mental Health Unit inmates.

Interns assigned to this rotation also attend weekly multidisciplinary treatment team meetings, carry an individual therapy case load, provide crisis intervention services, and complete evaluations on inmates referred by members of the treatment team. In addition to the above experiences, interns collaborate with psychiatrists on Telepsychiatry cases. The Telepsychiatry program involves our psychiatrists prescribing medication for inmates from other institutions after gathering information from these inmates as well as psychologists who work with them. This information is gathered as the parties communicate via television equipment. Included in this experience is the opportunity for interns to assist in the diagnosis and care of female inmates on a weekly basis.

Our interns initially observe supervisory staff consult with fellow staff members, conduct rounds, participate in the Telepsychiatry program (by helping to interview inmates), conduct intake interviews, and engage in crisis intervention. Interns subsequently perform these functions in the presence of supervisory staff. After observing, receiving live supervision, and demonstrating appropriate ability in assessing inmates' mental status and in conducting intakes and rounds, interns are able to engage in these activities without live supervision. Interns do continue to receive live supervision while consulting with fellow staff members, participating in the Telepsychiatry program, and providing crisis intervention services as supervisory staff generally remain present during these activities throughout the rotation. The primary supervisor for the above experiences is Dr. Becotte, who provides weekly individual supervision. Dr. Sonnega also provides supervision in this area. Dr. Sally Thompson, Chief

Psychiatrist, and Dr. James Fletcher, Staff Psychiatrist, work with our interns in the Telepsychiatry program.

### **Forensic Psychology**

FMC Devens is a Forensic Study Site for federal courts. We receive referrals from all parts of the United States to perform evaluations concerning insanity, trial competency, risk of dangerousness, and sentencing issues. Interns learn about many aspects of Forensic Psychology in the Bureau of Prisons by “shadowing” our Forensic Psychologists and by completing assigned readings. After completing assigned readings, including forensic reports, interns observe supervisory staff interview inmates and conduct rounds. Interns then conduct interviews and rounds in the presence of supervisory staff prior to performing these tasks without live supervision. In this rotation, interns participate in the forensic evaluation process by interviewing the subject, conducting a comprehensive record review, and administering, scoring, and interpreting psychological measures. Interns also write sections of forensic reports as well as entire reports. In addition to enhancing interns’ skills in assessment, experience in this rotation provides further opportunity to gain expertise in working with mentally ill inmates. Dr. Scronce serves as the supervisor in this area and provides weekly individual supervision.

As discussed above, interns devote approximately one-half of their time during a 17 or 18-week rotation to the following areas:

### **General Population/Drug Treatment**

At FMC Devens, the majority of inmates live within the general population. Additionally, over one hundred minimum security inmates are housed outside the institution fence in a single-building “camp.” Although the general population and camp inmates generally do not suffer from debilitating mental health or medical problems, some may be diagnosed with Axis I and/or Axis II disorders and others may seek psychological assistance to deal with adjustment issues, family problems, or crises.

While working with the general population and camp, interns carry individual therapy cases, lead psychoeducational and/or process groups, conduct regular rounds in the Special Housing Unit, complete assessments, follow mentally ill inmates housed within these areas, and conduct intake interviews. Interns provide long-term individual therapy throughout the internship year and may treat some of the same clients for the whole year. Furthermore, interns are assigned to a housing unit in the general population. They attend Unit Team meetings for inmates residing in their assigned housing unit and provide staff members from these units and other areas with clinical insight and recommendations. Additionally, interns provide training to institution staff on issues related to mental health. Supervision for the general population is provided by Dr. Anderson and supervision for the camp and Special Housing Unit is provided by Dr. Brooks.

Exposure to general population and camp occurs in a sequential and graded manner. Interns initially observe supervisory staff conduct intake interviews, make rounds in the Special Housing Unit, and consult with Unit Team and other staff. Next, interns perform these tasks in the presence of



supervisory staff who are able to evaluate interns' performance of these tasks and provide feedback. After interns demonstrate an ability to successfully perform these tasks, they engage in these activities independently.

Interns' duties while working with the Drug Abuse Program include teaching a nonresidential drug education class, teaching a nonresidential dual diagnosis class, conducting eligibility interviews for longer-term drug treatment programs housed at other BOP institutions, and conducting evaluations on program participants who may have learning problems or a previously undetected mental illness. Supervision in the Drug Abuse Program is provided by Dr. Bates. Regarding drug treatment activities, interns initially observe other drug treatment staff teach classes and conduct eligibility interviews and subsequently move to independent practice in these activities.

### **Sex Offender Management**

In March 2004, FMC Devens implemented the Sex Offender Management Program (SOMP). The SOMP is currently the only program of its kind in the Bureau of Prisons, and is expected to serve as the model to be used for future sex offender management services throughout the BOP. It was established to provide comprehensive management services to this challenging population. The SOMP is a mandatory program assignment for sex offenders at FMC Devens. Although there are currently more than 400 sex offenders in this program, it is anticipated that the program will eventually manage an even greater number of inmates. The primary goal of the SOMP is to help sexual offenders manage their behavior in order to reduce sexual re-offending. The program adheres to the philosophy that criminal sexual behavior can be effectively managed in most cases through intensive supervision and competent treatment.

The SOMP recognizes that sex offenders enter the criminal justice system with varying levels of denial and motivation. Therefore the program seeks to evaluate the treatment and supervision needs of all eligible inmates, and offer and/or recommend specialized sex offender management and treatment services in accordance with those needs. Interns on this rotation will complete psychosexual and sex offender risk assessments; coordinate the clinical management of a caseload of inmates (e.g., make appropriate treatment and supervision recommendations, monitor the inmate's exposure to sexual risk factors and adherence to institutional rules); teach psycho-educational modules for sex offenders; and co-facilitate non-residential sex offender therapy. The SOMP rotation provides the intern with a unique training opportunity to develop specialized diagnostic, assessment, intervention, and consultation skills with a diverse population of sex offenders. Supervision in this area is provided by Dr. Renaud, Dr. Ferraro, and Dr. Becotte.

Consistent with the Practitioner-Scholar model, the majority of training here is experience-based. As the above paragraphs illustrate, interns' experiences at FMC Devens revolve primarily around individual and group therapy, assessment, consultation, and crisis intervention activities. Interns have the opportunity to observe supervisors in each of these roles with the goal of increasing competence and autonomy in all areas. The department conducts two days of orientation prior to interns beginning

their clinical work aimed at assisting with adjustment and learning procedural components of the internship. Furthermore, the first several weeks of group supervision solely address interns' adjustment to internship and to correctional psychology. In group supervision, interns have the opportunity to discuss the process of working in this environment and exchange ideas and support with fellow interns.

Generally, training experiences at FMC Devens proceed in a step-wise manner. Interns initially observe psychologists perform specific tasks. In time, interns perform these tasks in the presence of the supervisor and, after displaying sufficient competence and comfort, are able to work independently. This process is considered especially crucial when interns have little or no experience with a particular activity or in a specific area.

At the beginning of the training year, the Director of Clinical Training meets with each intern to determine the interns' individual goals and training needs. Rotation supervisors and interns also discuss what particular goals interns have related to their rotation. Every effort is made to provide training experiences and relevant supervision to interns to help them achieve their desired goals and improve upon targeted areas.

Providing high-quality supervision to interns is of the highest priority. Interns will be provided with a minimum of two hours of individual supervision each week by a licensed psychologist. Additionally, interns will participate in two hours of group supervision per week with Dr. Anderson. This will involve discussion of issues related to interns' adjustment to corrections, a case conference format in which interns present cases for review and discussion, and live peer supervision. Individual supervision will be tailored to the needs of each person and can include review of written notes and reports, discussion of therapy cases, review of taped sessions, and live supervision of sessions through a one-way mirror.

Professional development is considered an essential element of the training experience. Interns attend weekly didactic training seminars in which topics are presented by psychology staff, other institutional staff (such as psychiatrists), and outside presenters from local universities and graduate programs. In addition to training within the institution, the intern group attends several local seminars throughout the training year. Also, interns are encouraged to attend one local workshop of their choice to be funded entirely by the Psychology Department.

Benefits for the internship include an annual stipend of approximately \$44,000. Each intern accumulates four hours of vacation time and four hours of sick leave every two weeks.

Regarding research, members of the inmate population at FMC Devens may be used as research subjects and interns are encouraged to consider this possibility when completing their dissertations. Interns who follow proper IRB procedures may be able to invite inmates to participate in research projects as subjects. Additionally, some time each week may be negotiated for interns to do dissertation research.

Formal evaluation of interns' performance occurs at the end of each rotation and at the end of the training year. Interns are evaluated in each of several core areas. With input from other supervisors, the Director of Clinical Training completes a standard evaluation form and individually shares the results with each intern. Interns also evaluate the internship program after each rotation and at the end of the training year and have an opportunity to discuss their comments and ratings with the training director. This feedback is discussed by the Training Committee and is strongly considered when making adjustments to the training program.

## **EMPLOYMENT OPPORTUNITIES**

The internship program within the BOP has produced many individuals that now hold psychologist or administrative positions within the system. Recently, it was estimated that sixty percent of psychologists working within the BOP completed their predoctoral internship at a BOP site. It is very common for individuals who complete a predoctoral internship and/or a postdoctoral fellowship within the BOP to move directly into a Psychologist Trainee position.

Opportunities for advancement for psychologists within the BOP are extensive. Since the federal inmate population continues to grow at a staggering rate, several new federal institutions are opened each year. This necessitates the hiring of many psychologists as well as the promotion of psychologists to positions of increasing responsibility. In addition to advancement within Psychology Services, psychologists have advanced to the ranks of institution administration and beyond. The former Director of the Bureau of Prisons, Dr. Kathleen Hawk-Sawyer, was a Psychology Intern and psychologist within the system.

Psychology staff at FMC Devens feel strongly about assisting interns in subsequent job placement. During the internship year, interns will have access to job openings within the BOP as well as information about how to apply for positions. The Psychology Department can also assist interns in making connections with Chief Psychologists from other institutions who are hiring new staff members.

## **LOCAL AREA**

FMC Devens is located on the grounds of Fort Devens, the recently decommissioned army base. The facility is located approximately thirty-five miles west of Boston, New England's largest and best-known city. Boston, which can be reached by car or train from the Devens area, represents all of what big-city life has to offer. Boston and adjoining Cambridge house some of the finest colleges and universities in the world, including Harvard University, Massachusetts Institute of Technology (MIT), Boston College, Boston University, Northeastern University, and Tufts University. There are many fine restaurants in Boston, with a particular emphasis on Italian dining in the North End of the city and on many great seafood restaurants. There are a great many entertainment options in Boston, including high-quality live theater, the world-famous Boston Pops orchestra, and the Boston Symphony. Shopping is certainly ample, with well-known shopping areas such as Faneuil Hall and Newbury Street. For sports enthusiasts, college and professional sporting events are in great abundance, with the Red Sox, Celtics, and Bruins playing in Boston and the Patriots playing in nearby Foxboro. Boston also features several impressive museums such as the Museum of Fine Arts.

As America's oldest major city and site of many important events in the formation of this nation, Boston offers many interesting and famous tourist sites. Included in this list are the Old North Church, where Paul Revere began his famous ride, the site of the Battle of Bunker Hill, and the site of the Boston Massacre. All of these places are on the Freedom Trail, a walking trail through the city that highlights these and other historic locations. Closer to FMC Devens are Lexington and Concord, where the first battles of the American Revolution took place, and Walden Pond, made famous by Henry David Thoreau. Also, less than two hours from the institution are Salem, site of the famous witch trials of the 1600s, and Plymouth, where the Pilgrims established their first permanent settlement.

Worcester, Massachusetts' second-largest city, is only twenty-six miles south of the institution. It is the home of many fine institutions of higher learning such as Clark University, Holy Cross, and the University of Massachusetts Medical School. Worcester also offers many fine dining and entertainment options. Other well-known New England cities, such as Portsmouth, New Hampshire, and Providence, Rhode Island, can be reached by car in little over an hour from FMC Devens, and offer much in the way of tourism, history, dining, and entertainment.

Many great recreational options are available in New England. For beach lovers, the shore is only an

hour from the institution and Cape Cod is only two hours away. In addition, both Martha's Vineyard and Nantucket can be reached by ferry from Cape Cod. The White Mountains of New Hampshire, including Mount Washington, site of the strongest recorded wind in world history, and Mount Monadnock, the most frequently-climbed mountain in North America, can be reached by car in two hours. Many outstanding skiing areas exist in northern New England, especially in Vermont, and most are within a three-hour drive. Many vacationers in search of a relaxing experience gravitate toward the Berkshire Mountains in western Massachusetts, coastal Maine, and many areas of Vermont and New Hampshire.

## APPLICATION PROCEDURES

The predoctoral internship program at FMC Devens is open to doctoral students in Clinical and Counseling Psychology programs who are citizens of the United States. While preference may be given to students from APA accredited programs, students from non-accredited programs are also encouraged to apply. The application of female and minority students is especially encouraged.

Once applications are received, they will be reviewed individually. Applicants who are ranked most highly will be invited for an in-person interview. Although telephone interviews will be granted, in-person interviews are encouraged. Positions will be filled through the APPIC Matching Service and results will be communicated to both students and training sites on Notification of Results Day. This internship site agrees to abide by the APPIC Policy that no person at this training facility will solicit, accept, or use any ranking-related information from any intern applicant.

Since the internship position is considered a "sensitive" government position, applicants must take part in a security clearance process that includes a background investigation, physical, and drug screening. The background investigation occurs prior to the APPIC Match and the physical and drug screening take place after the applicant is matched to the program but prior to the beginning of the internship year. Successful completion of this process is a necessary prerequisite for employment as a BOP intern. The security clearance process can be completed at this institution or at any other BOP facility.

The deadline for application materials is ***November 1, 2005***. Applicants are encouraged to submit application materials as early as possible, however, as applications are reviewed and interviews scheduled in the same order in which applications are received.

Please send application materials or direct questions pertaining to the internship to:

Paul Anderson, Psy.D.  
Director of Clinical Training  
Psychology Services  
Federal Medical Center - Devens  
P.O. Box 880  
Ayer, MA 01432

(978) 796-1420

e-mail: [pmanderson@bop.gov](mailto:pmanderson@bop.gov)

A complete application package includes:

- APPIC Application for Psychology Internship (AAPI)
- *Official* transcripts of all graduate work
- An updated curriculum vita or Optional Application for Federal Employment - OF 612
- Three letters of recommendation from supervisors familiar with the applicant
- APPIC Academic Program's Verification of Internship Eligibility and Readiness (to be completed by the applicant's Training Director)
- One work sample (assessment report)